

From: Bouker Pool <bpool@guidepoint.com>
Sent: Monday, March 19, 2018 10:26 AM
To: Priscilla Gulino <pgulino@guidepoint.com>
Subject: RE: Formal Complaint

I'm open till 1p and then 2-4:30p

From: Priscilla Gulino
Sent: Monday, March 19, 2018 9:58 AM
To: Bouker Pool
Subject: RE: Formal Complaint

Bouker,

I stopped by on Friday but you weren't at your desk and then I remembered that you work from home on Fridays. I saw that you are in a meeting now so please let me know when you can stop by to discuss and I will send you an invite.

Priscilla



Priscilla Gulino | Director of Human Resources
730 3rd Ave, 11th Floor | New York | NY | 10017
p: 646.873.8480 | f: 866.261.4137
e: pgulino@guidepoint.com

From: Bouker Pool
Sent: Friday, March 16, 2018 9:29 AM
To: Priscilla Gulino <pgulino@guidepoint.com>
Subject: Formal Complaint

Priscilla,

I would like to log a formal complaint per the Guidepoint Employee Handbook – “Non-Discrimination and Harassment Policy” against the Guidepoint Consultant Rutwik Ghodadra for creating a threatening and hostile work environment.

I am compelled to elevate the matter to a formal notification to HR because members of my team, both verbally and via written communique, are complaining of threatening language and actions, creating a hostile work environment. Additionally, his actions have created internal hostilities, questions and concerns within the team and within Guidepoint as a whole.

Specific complaints include:

- A. Inappropriate and aggressive language

- B. Threatening language
- C. Shouting in public and private setting
- D. Contacting employees on personal cell phone and via personal email account

I've informed my direct reports that I've filed a formal complaint so they are aware I am advocating on their behalf for a positive work environment.



Bouker Pool | Director, Content Strategy
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